

CHAPTER 8

THE CRS

A. GENERAL POLICIES

The continuing policy of the DoD Components shall be to select the best qualified persons for critical acquisition positions. The geographic location of the person or the position is a non-merit factor that shall have no bearing on the evaluation of candidates for a critical acquisition position. The CRS is established in affirmation of those policies to promote the availability of well-qualified candidates for critical positions without regard to the geographic location of the positions. The CRS is the primary means by which the geographic mobility of members of the Acquisition Corps is promoted and effected. The CRS shall function as the official source of information on critical acquisition position vacancies in all of the DoD Components. The CRS shall operate in addition to the normal recruitment procedures and practices of the Components. (The CRS is established pending the implementation of a mandatory DoD-wide career referral system under the direction of the ASD(FM&P)).

B. SOURCE SELECTION POLICY

Nothing in this Chapter shall obviate the requirement to fill critical acquisition positions, in accordance with applicable statutes, and the OPM Regulations. Accordingly, selecting officials retain the right to select from any appropriate source of candidates for critical acquisition positions.

C. APPLICABILITY AND SCOPE

1. The CRS shall be used-when filling any critical acquisition position in the DoD Components that has been established for civilian incumbency.

2. Certain internal staffing actions; e.g., reassignments, reinstatements, repromotions, temporary promotions (for 120 days or less) , details to a higher grade (of 120 days or less) of personnel to critical acquisition positions, or to critical acquisition position duties, are noncompetitive actions that are not subject to the CRS. However, in those cases where competitive staffing procedures are used to attract, evaluate, and select personnel for such actions, the DoD Components shall advertise the vacancies through the CRS.

3. The policies and procedures contained in this Chapter apply to all. persons who wish to be notified of-critical acquisition position vacancies in all of the DoD Components.

4. No other CRS for critical acquisition positions shall be established in the DoD Components without the approval of the , Deputy DACM.

D. CRITICAL POSITION ADVERTISEMENTS

1. Critical acquisition positions shall be advertised for a minimum open period of 30 calendar days.

2. Critical acquisition position vacancy announcements shall be distributed through the CRS at least once during the open period of the announcement.

3. The minimum area of consideration for all critical acquisition positions shall be the members of the Acquisition Corps established pursuant to this Regulation. Consideration for critical acquisition positions need not be limited to members of the Acquisition Corps but may include consideration of Military Department, other Federal and non-Federal personnel.

E. EXCEPTIONS TO ADVERTISEMENT REQUIREMENTS

The requirements at subsections D.1. through D.3., above, may be waived by the Head of the DoD Component or by a subordinate to whom the authority has been delegated in writing. Waivers shall be considered case-by-case and granted in extraordinary situations only, such as the need to fill a position on an expedited basis to avoid program failure or delay that substantially increases costs or imperils mission performance. The rationale for the waiver shall be set forth in writing and a copy shall be provided to the Deputy DACM.

F. SYSTEM PROCEDURES

1. A CRS Manager in the organization of a CRS service provider shall be identified to the DoD Components by the Deputy DACM .

2. The DoD Components shall ensure that servicing civilian personnel offices provide the CRS manager with a copy of each critical acquisition position vacancy announcement.

3. Submission of the vacancy announcement shall be timed so as to ensure that announcements are distributed through the CRS at least once during the open period of the announcement.

4. The CRS service provider shall provide a copy of applicable vacancy announcements to subscribers based on the subscriber's registration for positions of specified series, grade(s), and location(s). There shall be- no limit on the number of critical acquisition workforce position series, grades, and locations for which a subscriber is registered.

5. Prospective applicants for critical acquisition positions in the DoD Components may voluntarily subscribe to the CRS in accordance with instructions issued the Deputy DACM.

6. Subscription information shall be provided every member of the Acquisition Corps, in accordance with procedures determined by the DoD Components. Subscription information shall be made available to other persons through Component servicing civilian personnel offices as a normal staffing service to any prospective applicant for a position.

7. All persons are eligible to voluntarily subscribe to the CRS, in accordance with the instructions of the Deputy DACM.

8. Prospective applicants for critical acquisition positions in the DoD Components shall apply for positions, in accordance with the requirements in the vacancy announcements for those positions.

G. RESPONSIBILITIES

1. To promote uniformity of central referral practices among the DoD Components, the Deputy DACM shall direct implementation and management of the CRS, advise the DoD Components on CRS policies and procedures, and evaluate DoD Component utilization of the CRS to ensure compliance with this Chapter.

2. The DoD Components shall take those actions which ensure that critical acquisition positions are advertised as prescribed in this Chapter, that exceptions are processed as required, that complete information about participation in the CRS (including subscription information) is made available to every member of the **Acquisition** Corps, and that servicing civilian personnel offices maintain appropriate documentation (e.g., a copy of the CRS listing in which a vacancy appears) in the official recruitment or staffing files for critical acquisition positions.

3. The ACPB, through its Subcommittee on Program Policies and Procedures, shall oversee the effectiveness of the CRS to ensure that it complies with the intent of Pub. L. No. 101-510, Title XII and DoD Instruction 5000.58 (references (a) and (e)), that it enhances acquisition workforce career development opportunities, and that it is responsive to the needs of the DoD Components.